



Ryan Payne  
Company Principal  
Lush Concepts  
344 Bloor St. W, Suite 602  
Toronto, ON M5S 3A7  
416 922 5874 extension 221  
ryan@lushconcepts.com

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To Whom It May Concern:

**Re: Dave Boyle**

I am pleased to provide a reference for Dave Boyle, who worked at Lush Concepts as a Flash Developer from September 2, 2008 - May 31, 2012.

As the company principal of Lush Concepts and I am familiar with Dave's work. I have seen Dave produce high quality work. He is diligent, careful in his work preparation and practical. Clients enjoyed their interactions with him.

While at Lush Concepts, he saw projects through from the initial conceptualization to the production and deployment. He programmed website, banners and other Flash projects. He also validated code, predicted problems and debugged scripts.

I have no doubt that Dave will make an effective and successful member of any organization that he joins and I recommend him to you without reservation.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ryan Payne', with a stylized, flowing script.

Ryan Payne  
Company Principal

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www.lushconcepts.com

